

Collective Bargaining Agreement: National Employment Council
for the Horticultural Industry, 2013

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement set out in the Schedule, which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL
INDUSTRY (HORTICULTURE ARBITRAL AWARD
EFFECTIVE 1st JULY, 2013)

This agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Zimbabwe Agricultural Employers' Organisation (ZAE0), Zimbabwe Commercial Farmers' Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers' Union (CFU) and Horticulture Employers (hereinafter referred to as "the employers"), as the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe and Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (hereinafter referred to as the "employees" or "the trade unions"), being parties to the National Employment Council for the Agricultural Industry to amend the principal agreement Statutory Instrument 323 of 1993.

Now, therefore, it is recorded that the awarded new wages for the Horticulture sector in the agriculture industry of Zimbabwe as provided for in Statutory Instrument 323 of 1993 shall be as follows —

The NEC Agriculture social parties comprising of GAPWUZ and HGAPWUZ on the employees side and CFU, ZAE0, ZCFU, Horticulture employers and ZFU having failed to reach an agreement over the minimum wage of Horticulture sector, an arbitral award was conducted and the following is following is the award —

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<i>Horticulture Sector</i>	<i>Old wage</i>	<i>New wage arbitral award effective 1st July 2013</i>
Grade	USD	USD
A1	70,00	78,00
A2	76,00	84,00
A3	82,00	91,00
B1	88,00	98,00
B2	95,00	105,00
B3	102,00	113,00
B4	111,00	123,00
B5	119,00	132,00
C1	129,00	143,00
C2	139,00	154,00

N.B.: All amounts on new wages have been rounded off to the nearest dollar.

Exemptions

An employer can apply to the National Employment Council within 14 days for an exemption or partial exemption from paying wages as set up in the above Schedule, stating the reasons why that application should be considered.

Declaration

The employers and the trade unions, having arrived at the arbitral award set forth herein, the undersigned officers of the council hereby declare that the foregoing arbitral award arrived at, affix their signatures hereto.

Signed at Harare this 25th July, 2013.

M. MUNYANYI,
Chairman.

D. H. CHIMBWANDA,
Vice-Chairman.

S. JERA,
General Secretary—NEC Agriculture Industry.

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